



MSG Selection Board Briefing

September 2004



**GROWING TO MEET
OUR GLOBAL MISSION**



Department of the Army
US ARMY MILITARY POLICE SCHOOL
401 MANSCEN LOOP
FORT LEONARD WOOD, MISSOURI 65473-8926

**REPLY TO ATTENTION
OF**

ATSJ-MP-RCSM

22 July 2004

MEMORANDUM FOR 2004 Master Sergeant Selection Board

SUBJECT: Military Police Corps Proponent Guidance

1. The Military Police Corps provides this information to assist you in better understanding the military occupational specialties that make up the Military Police Corps Regiment. The Army's "Force of Choice" consists of three diverse specialties that engulf the broad spectrum of law enforcement, corrections, and criminal investigations.
2. Sergeants First Class in MOS's 31B, 31D and 31E serve in a variety of leadership and operational positions; many of which are nominative positions. As you review this packet you will see these three MOS's vary significantly. They each require an NCO to be well rounded and demonstrate potential for advancement to the highest enlisted rank. Often there are limited opportunities for 31D and 31E NCOs to serve in traditional roles. This should not detract from their accomplishments or promotional potential (refer to the Career Model).
3. There will be occasions where Staff Sergeants and Sergeants First Class are repeatedly assigned to the same duties, or endure lengthy assignments. This occurs with Kennel Masters (MOS 31B -- repetitive assignments), Criminal Investigators (MOS 31D - few leadership opportunities) and Confinement Facility NCOs (MOS 31E -- lengthy time on station). These and other NCOs should not

ATSJ-MP-RCSM

SUBJECT: CMF 31 Proponent Guidance

5. Both military and civilian education are important to an NCO, and ultimately, the unit's continued improvement. NCOs should engage in self-development continuously throughout their careers with the use of correspondence courses. Though military police and criminal investigations NCOs maintain a heavy deployment schedule to hot spots around the world, you will see that many of our NCOs have two years of college.

6. In conclusion, your task is to select the best-qualified NCOs for promotion to Master Sergeant. It is a tedious yet enlightening experience. You will see on the insert the diversity of positions held by our NCOs and their closest equivalents. We at the Military Police School, The Law Enforcement Center for Excellence, stand ready to assist you.

7. Assist, Protect, Defend.

//SIGNED//

CSM, US Army

Regimental Command Sergeant Major

MILITARY OCCUPATIONAL SPECIALTY 31B

Military Police

OVERVIEW:

Major duties of Military Police Soldiers are to provide support to the battlefield by conducting Maneuver and Mobility Support Operations, Police Intelligence Operations, Area Security, Internment/Resettlement Operations, and Law and Order Operations. Military Police also support Army communities in peacetime through security of critical Army resources, crime prevention programs, and preservation of law and order.

DUTY ASSIGNMENTS:

A 31B Sergeant First Class is trained to serve in a variety of positions, both traditional and nontraditional. A few of these positions are Reserve Component Advisor, Drill Sergeant, Senior Drill Sergeant, USMA TAC NCO, Detachment Sergeant, Platoon Sergeant, Recruiter, Observer/Controller, Kennel Master, Senior Small Group Leader, Career Advisor, and Career Management NCO.

- a. USMA TAC NCO - Principal tactical NCO at the United States Corps of Cadets, West Point. Throughout the Academic year the TAC NCO performs duties as First Sergeant, Drill Sergeant, mentor, teacher, coach and advisor for over 130 cadets. Responsible for reception, soldierization and "cadetization"; provides senior enlisted leadership to the cadet NCO support chain of command during Cadet Basic Training and Cadet Field Training.
- b. Career Advisor - A nominative position, this NCO executes DA level responsibility for assignment and professional development of 31B career field soldiers, and assists the Military Police Branch in other daily operations. This NCO selects soldiers for reassignment and attendance at NCOES and professional development courses, and provides soldiers with guidance on all aspects of professional and/or career development. Collects, composes, analyzes, and presents detailed responses to information requests initiated at congressional, HQDA, Office of the Secretary of Defense, and proponent levels.
- c. Career Management NCO - Hand-selected by the Regimental Command Sergeant Major to serve at the US Army Military Police School Personnel Proponency Office as the subject matter expert for all Military Police personnel issues. Responsible for the eight personnel life-cycle management functions that include: Structure, Acquisition, Training and Education, Distribution, Deployment, Sustainment, Professional Development and Separation for MOS 31B.
- d. MWD Program Manager - This NCO executes MACOM level operational responsibility for the Military Working Dog (MWD) Program. The Program Manager is the equivalent of an Operations NCO. This NCO is an appointed certification authority whose duties include annual installation MWD kennel inspections and requisitioning of personnel and dogs. Program Managers provide policy and guidelines for the MACOM, forecast annual operational budgets, and coordinate military working dog support for the Office of the Secretary of Defense, US Secret Service, and Department of State, and world-wide contingency operations. The program manager also serves as the MACOM provost marshal's advisor for the employment of MWDs in various operational levels including contingency operations, force protection, and homeland defense.
- e. Observer/Controller NCO - Must have served successfully as a Squad Leader/Platoon Sergeant. This NCO is hand-selected by the Regimental Command Sergeant Major and is responsible to coach, teach, and mentor Military Police squads and platoons in direct support of brigade task forces during rotations to the Combat Training Center (CTC). Provides subject matter expert feedback on doctrinal issues through formal After-Action Reviews and written products; responsible for briefing trends to the Regimental Command Sergeant Major, Assistant Commandant, Directorate of Combat Developments, ANCOC and BNCOC.
- f. Reserve Component Advisor - Assists the Reserve Component School system in transition to Army Chief of Staff mandated Total Army

h. Joint Staff Military Security Force (MSF) NCOIC - A nominative position, this NCO is responsible for the supervision of ten Sergeants and five Staff Sergeants who conduct 24 hour security and emergency response to the Joint Staff and the National Military Command Center (NMCC), and performs personal security details for the Chairman of the Joint Chiefs of Staff and other distinguished visitors to the Pentagon. This extremely visible and politically sensitive position requires the highest caliber NCO who can interface with high-ranking civilian and military personnel while simultaneously providing leadership, supervision and guidance to NCOs who are responsible for security at the highest levels within the Department of Defense.

i. Kennel Master - The senior NCO in charge of an installation Military Working Dog (MWD) program consisting of 9 or more handlers and working dogs. Kennel Master duties are the equivalent of a Platoon Sergeant. In addition to traditional leadership responsibilities, they are responsible for all training to ensure that MWD teams are ready for annual certifications and worldwide deployments in support of various operational missions. The kennel master serves as the commander’s advisor for the employment of MWDs, ensures that team proficiency is maintained, prepares for MACOM and veterinary inspections, forecasts annual operational budgets, and the requisitioning of personnel, MWDs and equipment. They manage the daily maintenance and upkeep of kennel facilities, MWD health and welfare, and procurement and accountability of explosive and narcotic training aids. These NCOs play an integral part in coordinating MWD support for US Secret Service, US Custom Service, Combat Support Operations, Army Recruiting Command, and other civilian agencies.

j. Operations NCO - Principal NCO in an Operations section of an MP Battalion or Brigade; a Division or Corps MP cell, or Operations section of a PMO with 124 or less enlisted law enforcement personnel.

The following is a cross-reference list of duty-titles that are equivalent to MOS 31B.

<u>MOS 31B Duty-Title</u>	<u>Traditional Equivalent</u>
Detachment Sergeant	First Sergeant
USMA TAC NCO	Platoon Sergeant
ANCOC Senior Small Group Leader	Platoon Sergeant
BNCOC Senior Small Group Leader	Platoon Sergeant
Joint Staff Military Security Force NCOIC	Platoon Sergeant
Kennel Master	Platoon Sergeant
MWD Program Manager	Operations Sergeant
Career Management NCO	Operations Sergeant

MILITARY OCCUPATIONAL SPECIALTY 31D

CID Special Agent

OVERVIEW:

The major duty of the CID Special Agent is to investigate felony crimes involving Army property and facilities, activities, or persons. During such investigations, the CID Special Agent prepares all records and reports, gathers documents, preserves all types of evidence in support of an investigation, and testifies at legal proceedings. CID Special Agents receive additional training and perform specific duties in the areas of: Protective Services for Department of Defense senior officials and higher; Economic Crimes and Advanced Fraud Investigations; Counter Drug Investigations; and deploy worldwide in support of all US Army missions.

DUTY ASSIGNMENTS:

Standard duties as a 31D40 Sergeant First Class may include Detachment Sergeant, Battalion Operations NCO, Evidence Custodian, Instructor, Branch Career Advisor, Staff Special Agent, and CID Special Agent.

a. Career Advisor - Nominative position, this NCO executes DA level of responsibility for assignment and professional development for 31D career field soldiers and assists the military police branch in other daily operations. Selects soldiers for reassignment and attendance at NCOES and professional development courses and provides soldiers with guidance on all aspects of professional and/or career development. Collects, analyzes, and composes detailed responses to information requests initiated at congressional, HQDA, Office of the Secretary of Defense, and proponent levels.

b. Detachment Sergeant - The senior enlisted agent of a field office, performs detachment First Sergeant duties. Advises the commander/Special Agent-in-Charge of a field investigative element, supporting an Army Corps or major installation, of all enlisted matters. Supervises and manages unit training, administration, personnel, supply/logistics, evidence management, daily operational statistics, and the CID investigative reporting process. Responsible for the welfare of all assigned soldiers.

c. Career Management NCO - Hand-selected by the Regimental Command Sergeant Major to serve at the US Army Military Police School Personnel Proponency Office as the subject matter expert for all CID Special Agent personnel issues. Responsible for the eight personnel life-cycle management functions that include: Structure, Acquisition, Training and Education, Distribution, Deployment, Sustainment, Professional Development and Separation for MOS 31D.

d. Battalion Operations NCO - Senior NCO in a Battalion Operations section. Assists the Battalion First Sergeant in integrating individual training into collective training. In addition this NCO is responsible to coordinate school quotas with the brigade S-3, prepare and maintain an order of merit list for schools and courses, ensuring soldiers are qualified and prepared to attend. Conduct inspections and develop MTOE operational plans.

e. Staff NCO - Senior NCO on a brigade or MACOM headquarters staff responsible for overall office operations, professional development schools, MOS specific schools, annual training budgets, conducting staff assistance visits, and group inspections.

f. Evidence Custodian - As a senior CID special agent and as an additional duty, the evidence custodian preserves, safeguards, accounts for, and disposes of all evidence received in the evidence room. Maintains an automated suspense system, is responsible for all levels of control of evidence seized from crime scene processing, through laboratory examination, and to criminal court proceedings until final disposition. Ensures monthly commander inspections, quarterly and other 100% accountability inventories are conducted, and annual inspections from the battalion command or MACOM Inspector General.

g. Instructor - Senior instructor assigned to the US Army Military Police School. Develops doctrine, writes lesson plans, and

The following is a cross-reference list of duty-titles that are equivalent to MOS 31D.

<u>MOS 31D Duty-Title</u>	<u>Traditional Equivalent</u>
First Sergeant	BN CSM (In specific units)
Course Manager	First Sergeant
Career Advisor	Operations Sergeant
Career Management NCO	Operations Sergeant
EO Advisor	Operations Sergeant
Senior Staff NCO	Operations Sergeant
Group Operations NCO	Operations Sergeant

MILITARY OCCUPATIONAL SPECIALTY 31E

Corrections Specialist

OVERVIEW:

The major duties of the Corrections NCO are to control, supervise, and counsel US military prisoners by managing confinement/corrections operations and correctional treatment programs. The Corrections NCO acquires technical and tactical proficiency through a variety of duty positions within the corrections environment. The Corrections NCO monitors all scheduled calls (recreation/chow call/medication/visitation), or potentially dangerous opportunities, taking necessary action, to include handling hostile or suicidal prisoner threats. Observing prisoner behavior is continual, deliberate, systematic, and must be interpreted with precision. Information gathering and reporting of prisoner activities is the first line of defense in preventing serious incidents. Training and supervising soldiers that work in this environment is especially difficult, because most situations encountered are not in writing. Corrections NCOs provide an invaluable network of information that includes sharing their work experience and technical expertise with their soldiers. Additionally, Corrections NCOs are instrumental in developing and maintaining a strong influence over their subordinates. They also must maintain an atmosphere of harmony between the cadre and the prisoners.

Corrections NCOs may be assigned to four types of confinement/corrections facilities during their career. The Army Confinement Facility (ACF) which incarcerates up to 100 pre-trial and post-trial prisoners, The Regional Corrections Facility (RCF) which incarcerates up to 240 post-trial prisoners, the United States Disciplinary Barracks (USDB) which incarcerates up to 500 maximum-security post-trial prisoners including life and the death penalty, and Liaison positions at CONUS installations, which confines sailors, airmen, marines and army service members. Corrections NCOs perform security support duties under an Interservice Support Agreement with sister services at facilities such as: Naval Brig Miramar, CA; Naval Brig Charleston, SC and Quantico Base Brig, VA. Corrections NCOs assigned to these installations are often hand-selected and have the added responsibility of coaching and providing support to their Army subordinates. They maintain liaison with their Army unit of assignment often hundreds of miles away.

DUTY ASSIGNMENTS:

Standard duties of 31E40 may include a variety of assignments such as Shift Leader, Reserve Component Advisor, Platoon Sergeant, Course Manager, Recruiter, Small Group Leader and Drill Sergeant. They establish and supervise procedures for various activities within the four types of facilities. Unique to the corrections field is the relatively small size of MOS 31E and the few Army installations available for assignment. Unique to itself, is the Corrections NCO's uncanny ability to interact with a prisoner population that is volatile and unpredictable. Corrections NCOs may spend the majority of their career at a limited number of posts. This may cause one to assume that these NCOs are homesteading; this is not the case. The majority of the 31E senior NCO population is assigned to six installations worldwide.

- a. Shift Leader - The principal NCO in an RCF, ACF or USDB who is responsible for supervising security personnel, custody and control and accountability of the prisoner population. Supervises 5-10 subordinates in addition to approximately 20-170 prisoners.
- b. *Special Housing Unit (SHU) NCO - Particular only to the United States Disciplinary Barracks. This NCO is responsible for the management and operation of the Special Housing Unit area where prisoners (i.e., assaultive, suicidal) requiring special consideration are housed including death sentence and protective custody prisoners.
- c. ** Prisoner Services NCO - The principal NCO in a confinement facility responsible for the supervision and establishment of all administrative, logistical and food service operations. Supervises 5-20 cadre personnel in a variety of MOSs.
- d. *Military Police Investigations Section NCOIC - Responsible for the management and employment of investigators who investigate crimes relating to the cadre, guard force and prisoners within the facility

- g. Career Advisor - A nominative position, this NCO executes DA level of responsibility for assignment and professional development for 31E career field soldiers and assists the MP branch in other daily operations. Selects soldiers for reassignment and attendance at NCOES and professional development course. Provides soldiers with guidance on all aspects of professional and/or career development. Collects, composes, analyzes and presents detailed responses to information requests initiated at congressional, HQDA, Office of the Secretary of Defense and proponent levels
- h. Career Management NCO – Hand selected by the Regimental Command Sergeant Major to serve at the US Army Military Police School Proponency Office as the Commandant’s subject matter expert for all corrections issues. Responsible for the eight personnel life-cycle management functions that include: Structure, Acquisition, Training and Education, Distribution, Deployment, Sustainment, Professional Development and Separation for MOS 31E.
- i. *** Liaison NCO - The principal NCO responsible for taking care of enlisted matters; supervises and manages unit training, administration, personnel, supply and logistics of assigned personnel. Performs security support duties under an Interservice Support Agreement with sister services at facilities such as: Naval Brig Miramar, CA.
- j. Corrections Course Manager –Subject matter expert in all matters pertaining to curriculum development, implementation and evaluation; reviews, revises and updates all instruction related to corrections training and techniques; observes course activities; monitors instruction; compares material presented and methods used against established Program of Instruction (POI) and lesson plans. Supervises six MOS 31E instructors for the Basic Military Police Correctional Specialist Course.
- k. Equal Opportunity Advisor - Senior NCO at service school headquarters, brigade or garrison level who is the Commander’s primary representative regarding all aspects of Equal Opportunity. Assists investigating officers in the investigation and resolution of discrimination and sexual harassment complaints, collects and interprets demographic data concerning EO climate assessments and organizes and assists the training sessions to prevent incidents of discrimination and sexual harassment.

The following is a cross-reference list of duty-titles that are equivalent to MOS 31E.

<u>MOS 31E Duty Title</u>	<u>Traditional Equivalent</u>
Shift Leader	Platoon Sergeant
ANCOC Senior Small Group Leader	Platoon Sergeant
BNCOC Senior Small Group Leader	Platoon Sergeant
Special Housing Unit NCO*	Platoon Sergeant
Career Advisor	Operations Sergeant
OSUT Course Manager	Operations Sergeant
Prisoner Services NCO**	Operations Sergeant
Reserve Component Advisor	Operations Sergeant
Liaison NCO***	Operations Sergeant
Career Management NCO	Operations Sergeant
MPI Supervisor*	Section Sergeant
Physical Security NCO*	Section Sergeant



MP CORPS GENERAL INFORMATION



The Military Police Corps contains three Military Occupational Specialties. Recently the Military Police MOS 95B converted to 31B, Corrections Specialist MOS 95C converted to 31E, and CID Special Agent MOS 95D converted to 31D.

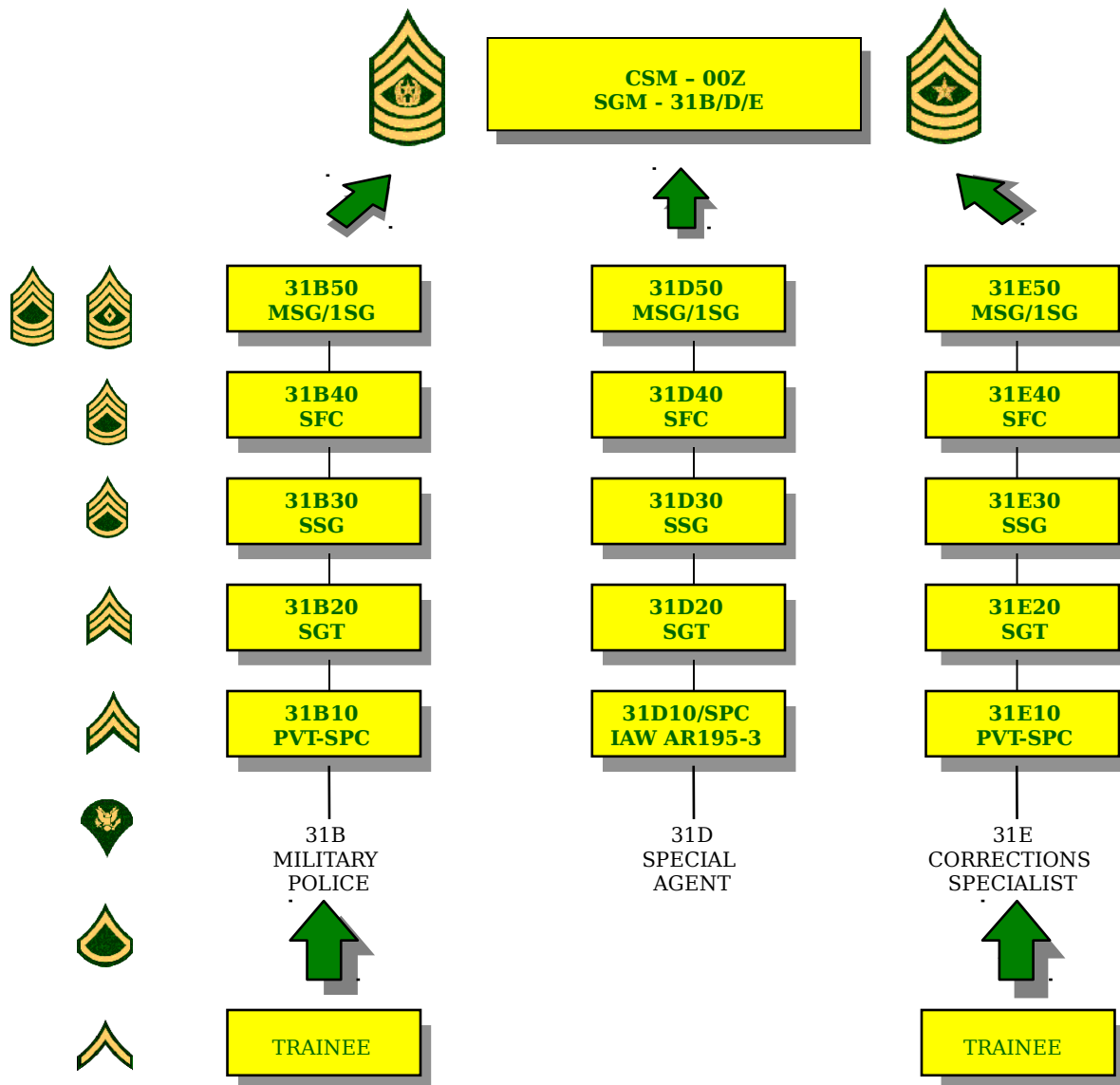
The Army's "Force of Choice" consists of three diverse specialties that engulf the broad spectrum of law enforcement, corrections, and criminal investigations.

Military Police provide a wide range of diverse support because of their agility and versatility to adapt to any mission or environment. As a combat multiplier, they support the maneuver commander by performing the five MP functions.

These functions support combat, combat support, and combat service support elements and include Maneuver and Mobility Support, Area Security, Police Intelligence Operations, Law and Order, and Internment and Resettlement Operations. Military Police Corps Soldiers provide combat support throughout the full spectrum of Army operations.



MP CORPS CAREER PATTERN





MOS 31B DESCRIPTION



Military Police Soldiers are employed to provide support to combat, combat support, and combat service support elements by conducting Maneuver and Mobility Support Operations, Police Intelligence Operations, Area Security, Internment/Resettlement Operations, and Law and Order Operations.

Military Police also support Army communities in peacetime through security of critical Army resources, crime prevention programs, and preservation of law and order on military installations.

MILITARY WORKING DOG HANDLER (AS) CONVENTIONAL PHYSICAL SECURITY (Z6)

- Maintains, trains, and employs military working dogs during both deployment and garrison operations.

TRAFFIC ACCIDENT INVESTIGATOR (AS) MILITARY POLICE INVESTIGATOR (ASI V5)

- Enforces all legal aspects of installation traffic for all offenses during both deployment and garrison operations.

BATTLE STAFF OPERATIONS COURSE (2S)

- SSG - SGM

- OPEN TO ALL MOS's

MOS 31B LEADERSHIP/HIGH RISK JOBS



PROPONENT CHALLENGING/HIGH RISK ASSIGNMENTS:

Career Management NCO
Career Advisor
Course Manager - Army Service School
Instructor/Writer - Army Service School
Senior Small Group Leader - NCO Academy
Small Group Leader - NCO Academy
USMA TAC NCO
Kennel Master
MWD Program Manager
Detachment Sergeant
Joint Military Security Force NCOIC

ARMY WIDE CHALLENGING/HIGH RISK ASSIGNMENTS:

Platoon Sergeant
Drill Sergeant
Detailed Recruiter
Observer Controller/Project Warrior
First Sergeant
Operations Sergeant
DA Assistant IG
Equal Opportunity Advisor
Reserve Component Advisor



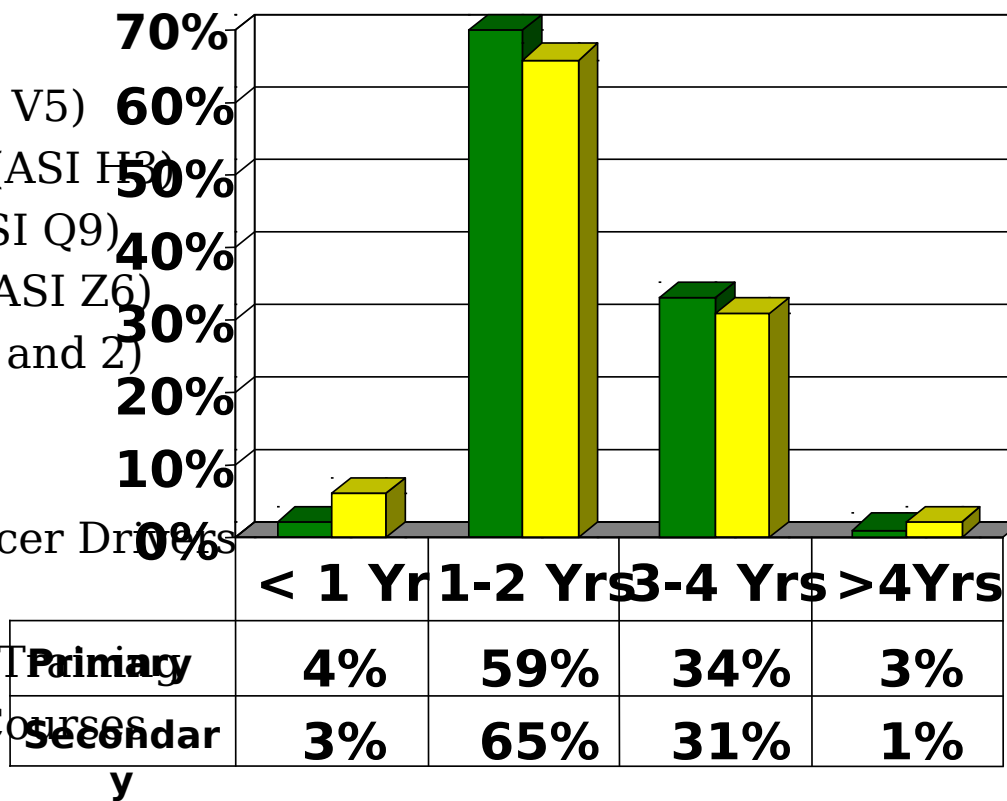
MOS 31B EDUCATION



Military Education

- NCOES Courses
- Military Police Investigator (ASI V5)
- Conventional Physical Security (ASI H3)
- Traffic Accident Investigator (ASI Q9)
- Military Working Dog Handler (ASI Z6)
- Special Reaction Team (Phase 1 and 2)
- Protective Services
- Hostage Negotiations
- Evasive Driving for General Officer Drivers
- Child Abuse Prevention
- Domestic Violence Intervention Training
- MOS Related Correspondence Courses

* Civilian Education



* Percentage is of all SFC in this MOS considered for promotion during the CY 03 MSG Selection Board



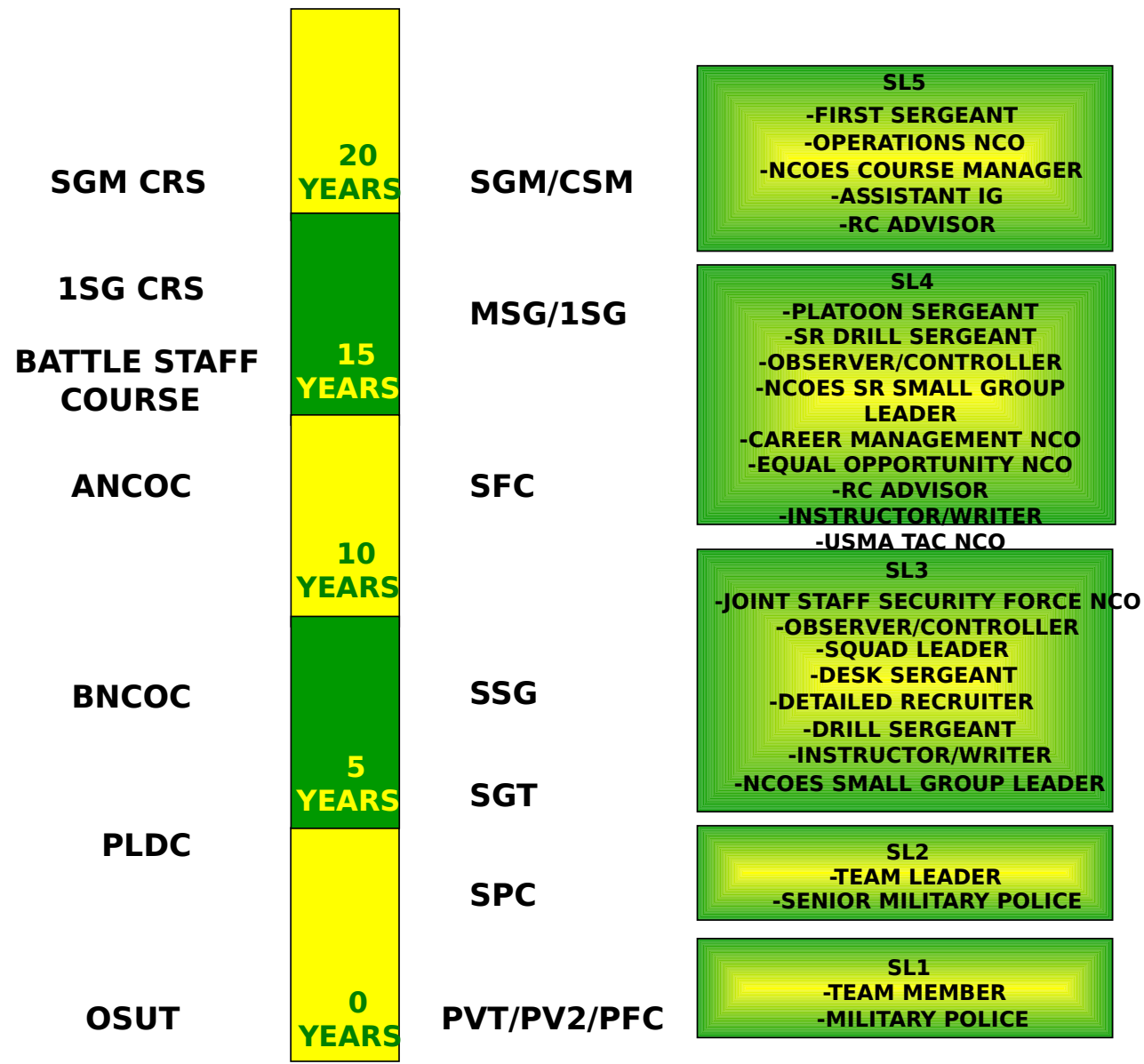
MOS 31B SPECIAL CONSIDERATIONS



- MOS 31B is currently maintaining an extremely high deployment schedule to hotspots around the world, to include maintaining installation law enforcement duties.
- Kennel Masters often endure lengthy or repetitive assignments due to position. These NCO's should not be penalized for this type of career pattern.
- ANCOC and BNCOC Small Group Leaders are hand-selected by the Regimental Command Sergeant Major due to their leadership, experience and exceptional performance.



MOS 31B CAREER PROGRESSION MODEL



MOS 31B Professional Development Model

RANK	PVT-PFC	SPC/CPL	SGT	SSG	SFC	MSG/1SG	
Institutional Pillar	OSUT/AIT	PLDC	BNCOC	ANCOC	SGM ACADEMY		
Operational Pillar	Military Police	Military Police Team Member	Military Police Team Leader	Squad Leader	Platoon Sergeant	First Sergeant Operations NCO	31B/00Z BN/BDE OPNS SGM
Special Assignments Or Priority One Positions			Recruiter Joint Staff Security Force (JSSF)	Drill Sergeant NCOES Small Group Leader Recruiter Instructor Desk Sergeant	Jump Master Kennel Master RC Advisor Drill Sergeant NCOES Senior Small Group Leader Assistant IG Assistant EO Advisor	Jump Master RC Advisor NCOES Course Manager Assistant IG EO Advisor MWD Program Mgr	
Institutional & Special Skills	Airborne Air Assault	Airborne/Air Assault MWD Handler MP Investigator Traffic Accident Investigator Special Reaction Team (Phase I &II)	Special Ammo Security Course Physical Security Course	Battle Staff NCO Course Drill Sergeant Instructor Course	Battle Staff NCO Course Combating Terrorism Course	First Sergeant Course	
Recommended Time in Critical or Operational Assignments			12-18 Months Minimum	18 - 24 Months Minimum	24 Months Minimum	18 - 24 Months	
Promotion	6 Months PV2 12 Months PFC	26 Months	PZ - 36 Months SZ - 18 Months	PZ - 84 Months SZ - 48 Months	PZ/SZ of consideration are announced at DA prior to board		
Retention Control Point	5 Years TIS	SPC 10 Years TIS SPC(P) 13 Years TIS	SGT 15 Years TIS SGT(P) 20 Years TIS	SSG 20 Years TIS SSG(P) 24 Years TIS	SFC 24 Years TIS SFC(P) 26 Years TIS	MSG 26 Years TIS MSG(P) 30 Years TIS	CSM/SGM 30 Years TIS
Other Schools	Correspondence Course completion MPI Course TAI Course	Protective Security Course Military Working Dog Handler Course	Protective Security Course	Kennel Master Course	Physical Security Course	First Sergeant Course	
Civilian Education Goals	High School / GED Diploma	COLLEGE CREDITS					
		CLEP / DANTES Testing 30 Credit Hours 60 Credit Hours					



MOS 31D DESCRIPTION



CID Special Agents investigate felony crimes involving Army property and facilities, activities, or persons. During such investigations, the CID Special Agent prepares all records and reports, gathers documents, preserves all types of evidence in support of an investigation, and testifies at legal proceedings.

CID Special Agents receive additional training and perform specific duties in the areas of Protective Services for Department of Defense senior officials and higher; Economic Crimes and Advanced Fraud Investigations; Counter Drug Investigations; and deploy worldwide in support of all US Army missions.

▪ Plans and implements proper physical security measures to prevent terrorist acts and criminal activity during both deployment and garrison operations.

BATTLE STAFF OPERATIONS COURSE (2S)

▪ **SSG - SGM**

▪ OPEN TO ALL MOS's

MOS 31D LEADERSHIP/HIGH RISK JOBS



PROPONENT CHALLENGING/HIGH RISK

ASSIGNMENTS:

Detachment Sergeant
Evidence Custodian
Training Plans Operations NCO
Senior Staff NCO
Instructor - Army Service School
Apprentice Special Agent Course
Manager
Economic Crimes Course Manager
Protective Services Training Course
Manager
Senior Instructor/Writer
Small Group Leader - NCO Academy
Section Chief (Squad Leader)
Team Chief (Platoon Sergeant)
Career Management NCO

ARMY WIDE CHALLENGING/HIGH RISK ASSIGNMENTS:

First Sergeant
DA Assistant IG
EO Advisor
Brigade Operations
NCO



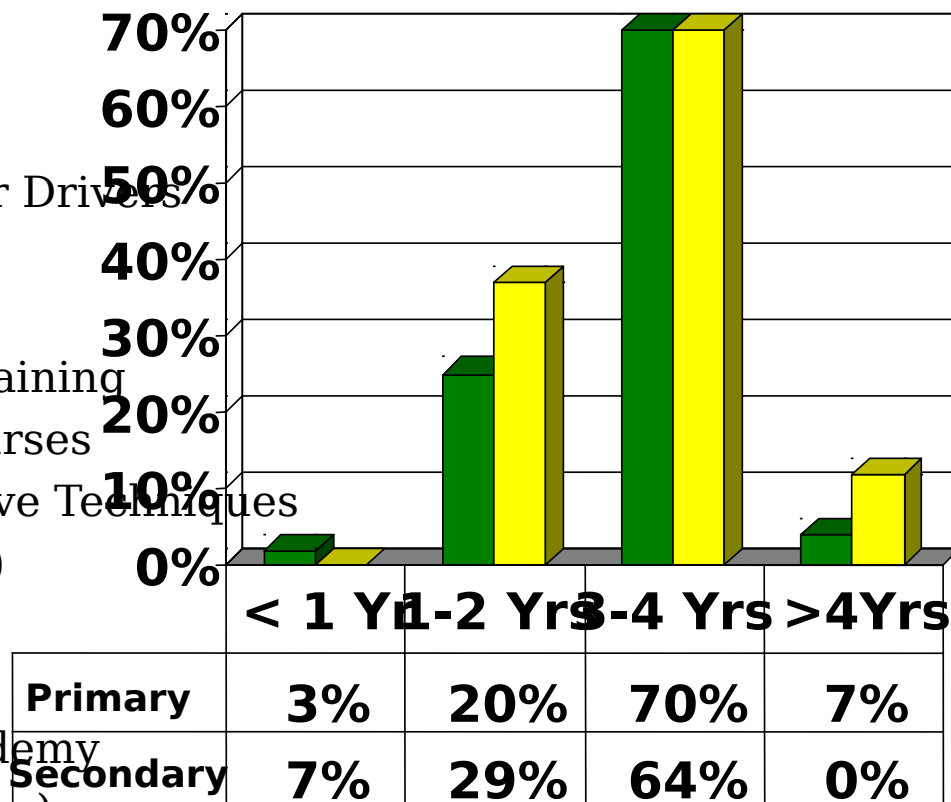
MOS 31D EDUCATION



Military Education

- NCOES Courses
- Protective Services
- Hostage Negotiations
- Evasive Driving for General Officer Drivers
- Advance Fraud Investigation
- Child Abuse Prevention
- Domestic Violence Intervention Training
- MOS Related Correspondence Courses
- Advanced Crime Scene Investigative Techniques
- FBI Academy (DA Selection Board)
- Drug Enforcement Administration
- Special Agent Lab Training
- Canadian Metropolitan Police Academy
(CID Command Selected Course)

* Civilian Education



* Percentage is of all SFC in this MOS considered for promotion during the CY 03 MSG Selection Board



MOS 31D SPECIAL CONSIDERATIONS



- Opportunities for Drill Sergeants and Detailed Recruiters are not available to this MOS due to non-traditional duty assignments.
- MOS 31D is currently maintaining an extremely high deployment schedule to hotspots around the world, to include maintaining installation investigative duties.
- Criminal Investigators often endure lengthy or repetitive assignments because there are very few leadership opportunities within this MOS. These NCO's should not be penalized for this type of career pattern.
- ANCOC and BNCOC Small Group Leaders are hand-selected by the Regimental Command Sergeant Major due to their leadership, experience and exceptional performance.



MOS 31D CAREER PROGRESSION MODEL



SGM CRS

**20
YEARS**

SGM/CSM

1SG CRS

**15
YEARS**

MSG/1SG

ANCOC

**10
YEARS**

SFC

BNCOC

**5
YEARS**

SSG

PLDC

**0
YEARS**

SGT

SPC

SL5

- FIRST SERGEANT
- GROUP/BRIGADE OPNS NCO
- MACOM EO ADVISOR
- SENIOR INSTRUCTOR

SL4

- BN OPERATIONS NCO
- COURSE MANAGER
- EO ADVISOR
- DETACHMENT SGT

SL3

- SR INSTRUCTOR/AGENT
- EVIDENCE CUSTODIAN

SL2

- CID SPECIAL AGENT
- EVIDENCE CUSTODIAN

SL1

- ENTRY AT SKILL LEVEL 1 SPC ONLY

MOS 31D Professional Development Model

RANK	PVT-PFC	SPC/CPL	SGT	SSG	SFC	MSG/1SG	
Institutional Pillar	OSUT/AIT	PLDC	BNCOC	ANCOC	SGM ACADEMY		
Operational Pillar		Special Agent	Special Agent	Special Agent Team Chief	Detachment SGT Co Level 1SG Team Chief	First Sergeant Operations NCO	31D/00Z District/Battalion Group/Brigade CSM
Special Assignments				Instructor Evidence Custodian NCOES Small Group Leader	BN Ops NCO Evidence Custodian Instructor MACOM Staff NCO NCOES Small Group Leader	SR Instructor/Writer Career Mgmt NCO Equal Opportunity NCO BN Ops NCO BDE Training NCO	MACOM Ops SGM IG SGM
Institutional & Special Skills		ASAC Protective Services	ASAC Protective Services Hostage Negotiation CAPIT	Protective Services Agent Hostage Negotiation CAPIT	Advance Crime Scene Course Economic Crimes DEA Training ATO Training Battle Staff NCO Course	First Sergeant Course	
Recommended Time in Critical or Operational Assignments			12 - 24 Months Minimum	12 - 24 Months Minimum	24 - 36 Months Minimum	24 - 36 Months Minimum	
Promotion	6 Months PV2 12 Months PFC	26 Months	PZ - 36 Months SZ - 18 Months	PZ - 84 Months SZ - 48 Months	PZ/SZ of consideration are announced at DA prior to board		
Retention Control Point	5 Years TIS	SPC 10 Years TIS SPC(P) 13 Years TIS	SGT 15 Years TIS SGT(P) 20 Years TIS	SSG 20 Years TIS SSG(P) 24 Years TIS	SFC 24 Years TIS SFC(P) 26 Years TIS	MSG 26 Years TIS MSG(P) 30 Years TIS	CSM/SGM 30 Years TIS
Other Schools	Correspondence Course completion			Recruiting SA Lab Training Drill Sergeant Crime Scene Training	FBI National Academy Canadian Police Academy SA Lab Training Crime Scene Training	FBI National Academy Canadian Police Academy SA Lab Training First Sergeant Course	
Civilian Education Goals	High School / GED Diploma		COLLEGE CREDITS				
			CLEP / DANTES Testing 30 Credit Hours 60 Credit Hours				



MOS 31E DESCRIPTION



The major duties of the Corrections NCO is to control, supervise, and counsel internees by managing confinement/corrections operations and correctional treatment programs.

The Corrections NCO working environment is both unique and dangerous in nature. Corrections NCOs routinely make critical decisions on the security, safety and welfare of Soldiers and internees. Exposure to a constant barrage of threats of physical violence and verbal abuse is encountered daily and can escalate in a split second to a confrontation with the internees.

MILITARY POLICE INVESTIGATOR (ASI H5)

- Investigates minor criminal offenses for all personnel subject to UCMJ.

CONVENTIONAL PHYSICAL SECURITY (ASI H3)

- Plans and implements proper physical security measures to prevent terrorist acts and criminal activity during both deployment and garrison type operations.

BATTLE STAFF OPERATIONS COURSE (C)

- **SSG - SGM**

- **OPEN TO ALL MOS's**

MOS 31E LEADERSHIP/HIGH RISK JOBS



PROPONENT CHALLENGING/HIGH RISK

ASSIGNMENTS:

Corrections Supervisor
Shift Commander/Leader
Senior Corrections NCO
Corrections Counselor
Military Police Investigator NCOIC
Liaison Team NCO
Training/Operations NCO
Career Management NCO
Battle Staff NCO
Senior Small Group Leader - NCO
Academy
Small Group Leader - NCO Academy
Course Manager - Army Service
School
Instructor/Writer - Army Service

ARMY WIDE CHALLENGING/HIGH RISK ASSIGNMENTS:

Platoon Sergeant
Drill Sergeant
Detailed Recruiter
DA Assistant IG
EO Advisor
Reserve Component
Advisor



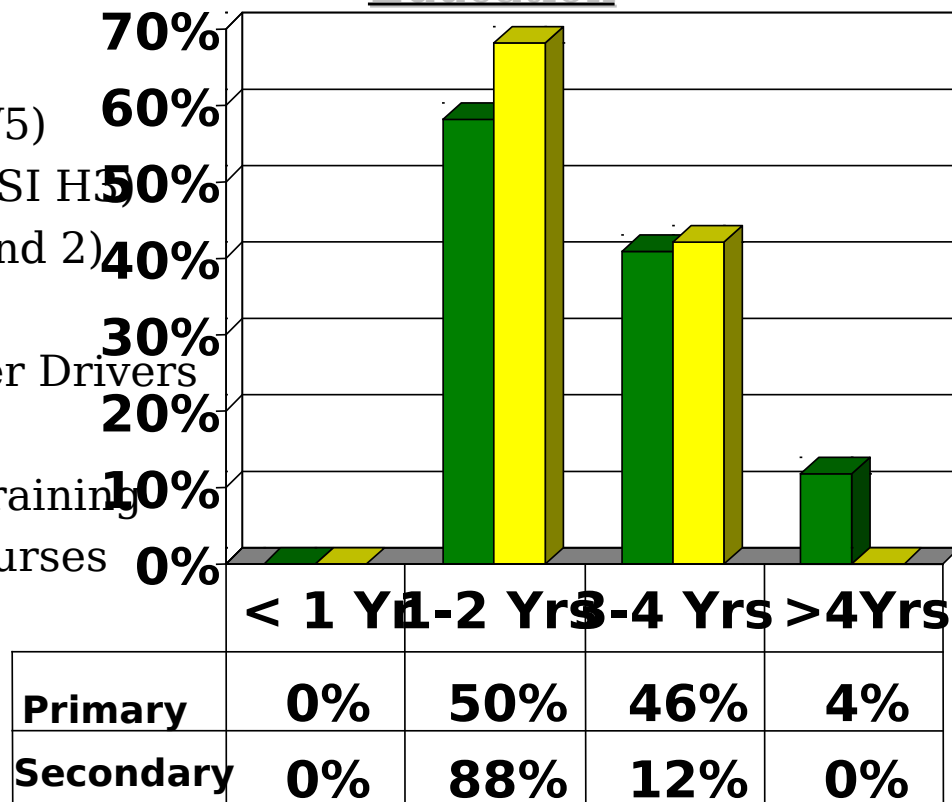
MOS 31E MILITARY EDUCATION



Military Education

- NCOES Courses
- Military Police Investigator (ASI V5)
- Conventional Physical Security (ASI H3)
- Special Reaction Team (Phase 1 and 2)
- Hostage Negotiations
- Evasive Driving for General Officer Drivers
- Child Abuse Prevention
- Domestic Violence Intervention Training
- MOS Related Correspondence Courses
- Correctional Counselor Course

* Civilian Education



* Percentage is of all SFC in this MOS considered for promotion during the CY 03 MSG Selection Board



MOS 31E SPECIAL CONSIDERATIONS



- Corrections personnel deploy in small groups as Subject Matter Experts and serve as advisors to commanders.
- Corrections NCOs often endure lengthy assignments and may spend the majority of their career at a limited number of installations. These NCO's should not be penalized for this type of career pattern.
- The majority of the 31E senior NCO population is assigned to six installations worldwide limiting opportunities to serve in traditional leadership roles.
- ANCOC and BNCOC Small Group Leaders are hand-selected by the Regimental Command Sergeant Major due to their leadership, experience and exceptional performance.



MOS 31E CAREER PROGRESSION MODEL



SGM CRS	20 YEARS	SGM/CSM	SL5 -FIRST SERGEANT -DA SR CORRECTIONS NCO -SR CAREER MGT NCO -OPERATIONS NCO
1SG CRS	15 YEARS	MSG/1SG	SL4 -RC ADVISOR -PRISONER SERVICES NCO -LIAISON NCO -SMALL GROUP LEADER -DETACHMENT SERGEANT -SR INSTRUCTOR -PROFESSIONAL DEVELOPMENT NCO
BATTLE STAFF COURSE			
ANCOC	10 YEARS	SFC	SL3 -SQUAD LEADER -CORRECTIONS SUPERVISOR -DETAILED RECRUITER -DRILL SERGEANT -INSTRUCTOR -TRAINING DEVELOPER -SHIFT CDR/LDR
BNCOC	5 YEARS	SSG	SL2 -CORRECTIONS NCO -PRISONER WORK SUPERVISOR -SHIFT LEADER
PLDC	0 YEARS	SGT	SL1 -CORRECTIONS SPECIALIST -KEY CONTROL CUSTODIAN
OSUT		PVT/PV2/PFC	

MOS 31E Professional Development Model

RANK	PVT-PFC	SPC/CPL	SGT	SSG	SFC	MSG/1SG	
Institutional Pillar	OSUT/AIT	PLDC	BNCOC	ANCOC	SGM ACADEMY		
Operational Pillar	Corrections Specialist	Corrections Specialist	Corrections NCO Prisoner Work Supervisor	Squad Leader Key Control Custodian Corrections Supervisor	Platoon Sergeant Senior Corrections RCNCO Assistant IG Prisoner Services NCO	First Sergeant Operations NCO	31E/00Z BN/BDE RCF SGM OPNS SGM
Special Assignments			Prisoner Shipment NCO	Drill Sergeant Corrections NCO Shift Cdr/Ldr RTIC SGL Operation NCO Recruiter Instructor	Domicile/Wing NCO Course Manager Sr Small Group Ldr Detachment Sergeant	USDB Guard Commander Chief Corrections NCO Chief Prisoner Services NCO Assistant IG EO Advisor	
Institutional & Special Skills			Military Police Investigator Training NCO	Military Police Investigator	Military Police Investigator Senior Instructor/Writer Senior Training Developer	Battle Staff Operations First Sergeant Course	
Recommended Time in Critical or Operational Assignments			12 Months Minimum	24 Months Minimum	Phys. Security 24 Months Minimum	18 - 24 Months	
Promotion	6 Months PV2 12 Months PFC	26 Months	PZ - 36 Months SZ - 18 Months	PZ - 84 Months SZ - 48 Months	PZ/SZ of consideration are announced at DA prior to		
Retention Control Point	5 Years TIS	SPC 10 Years TIS SPC(P) 13 Years TIS	SGT 15 Years TIS SGT(P) 20 Years TIS	SSG 20 Years TIS SSG(P) 24 Years TIS	SFC 24 Years TIS SFC(P) 26 Years TIS	MSG 26 Years TIS MSG(P) 30 Years TIS	CSM/SGM 30 Years TIS
Other Schools	Correspondence Course completion		MPI School	Drill SGT/ Instructor Course	Physical Security Course	First Sergeant/ Battle Staff Course	
Civilian Education Goals	High School / GED Diploma		COLLEGE CREDITS				
			CLEP / DANTES Testing 30 Credit Hours 60 Credit Hours				



CORPS PROMOTION POTENTIAL INDICATORS



- **ASSIGNMENTS MUST BE:**
 - Well Rounded and Diverse, including a variety of both MTOE and TDA assignments
 - Challenging and some High Risk Jobs
 - Consistently Demonstrated Strong Performance
- **MUST NOT DEVIATE FROM ARMY STANDARDS OF:**
 - Loyalty, Duty, Respect, Selfless-Service, Honor, Integrity, and Personal Courage
 - Physical and Mental Readiness
- **TECHNICALLY AND TACTICALLY PROFICIENT**
 - Demonstrated Successful Performance in all Positions Assigned
- **DEMONSTRATED INITIATIVE--SELF DEVELOPMENT**
 - DA/Local Schools (Honor Graduates/Exceeded Course Standards)
 - Correspondence Courses (ACCP)
 - Education (Some College)
 - Other achievements (i.e. Leadership Awardees)
- **RATER/SENIOR RATER EVALUATION**
 - Performance trends (Success to Excellence)
 - Listed Increased Potential (Promotion, Schooling, Assignments)



MP CORPS RECOGNITIONS/AWARDS



- Order of the Marechaussee (Gold, Silver, Bronze) is given to a small percentage of Military Police personnel
- SGT Morales and/or Audie Murphy Inductees
- Recruiting Ring and Morrell Award
- International Narcotics Law Enforcement Officers Association Award
- Drill Sergeant of the Year
- MACOM/Installation NCO of the year



MP CORPS PROPONENT POINTS OF CONTACT



Email ATSJMPP@wood.army.mil

Proponency Numbers: DSN: 676-8131/8040/7946/7950 FAX: 676-8028
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